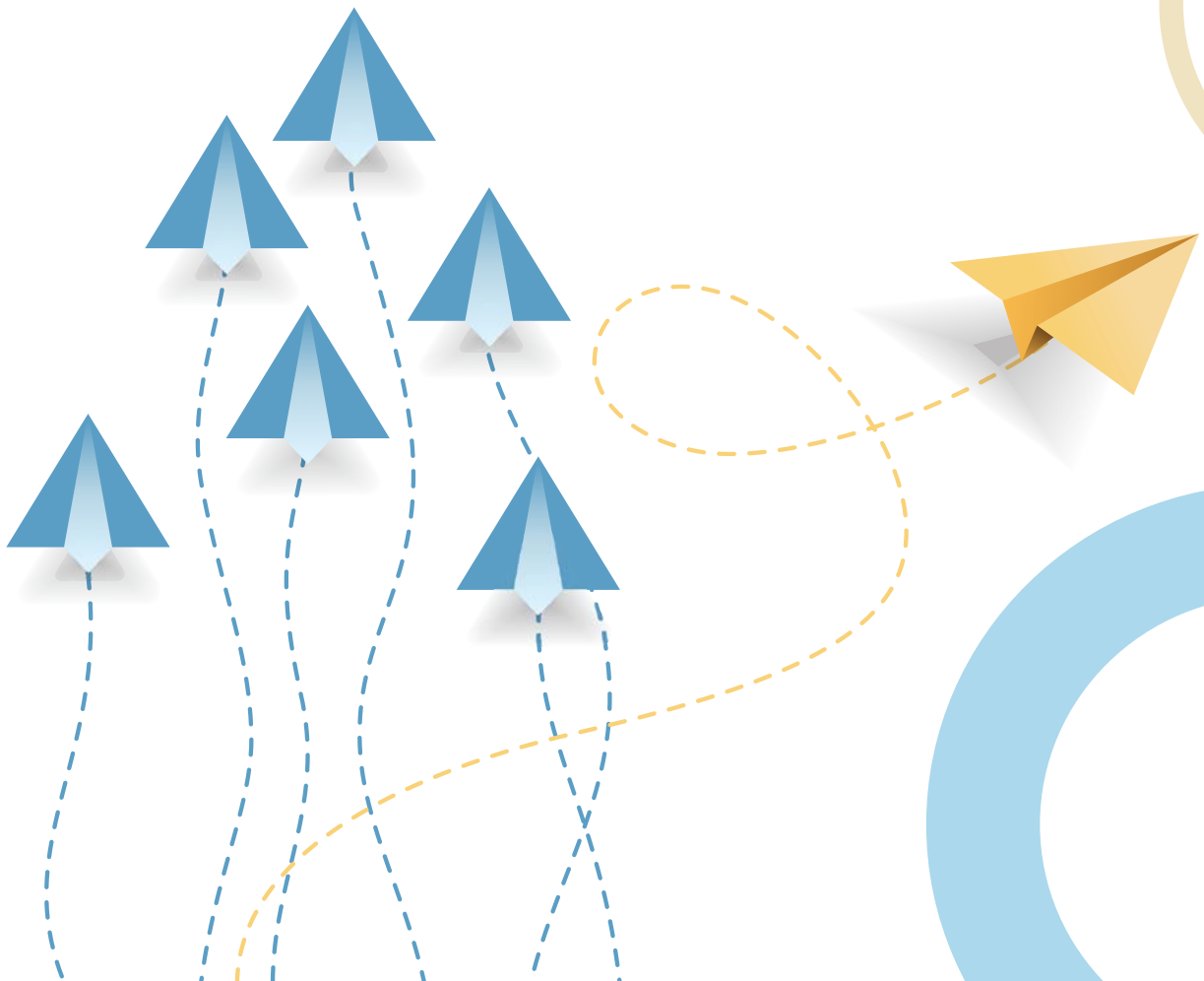




PiXL

School of PiXL Leadership

SCHOOL OF PiXL LEADERSHIP 2024-2025




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The School of PiXL Leadership continues to thrive and we continue to hear incredible feedback from those attending to say how the intelligence led and evidence informed approaches are benefiting them in ways that have been tangible to themselves, their teams and, crucially, the children and young people who we teach and lead for. Live attendance on our digital courses is recommended as this will be of the greatest benefit due to the interactive elements via the chat on Zoom, which adds real value. There is a chance for Q&A at the end of each session also. Do consider the best dates for you and find a space to take the time to think, away from distractions. On-demand recordings are made available after the event.

Worth noting is our Exceptional Senior Leadership course. It is a higher-price programme but it truly is value for money, with a remarkable opportunity to be together in person and hear from leading keynote speakers from both inside and outside of education. A number of our alumni have progressed from this course to successful headships and cite this course as a key building block in that journey. One of the elements I explore within the programmes is the concept of 'red threads': Marcus Buckingham references these in his book *Love + Work* where he defines a 'red thread' as something we love to do, that puts us in "the zone". The School of PiXL Leadership is one of my red threads and I hope to welcome you and your colleagues onto one of our programmes during 2024-2025.



Rachel Johnson
PiXL CEO



THE JOURNEY THROUGH SoPL: OUR COURSES AT A GLANCE

1. Engagement Leadership for Currency & Character

Consisting of short videos and a supporting workbook, these programmes will take leaders in your setting, at any level, through the basic PiXL principles of Currency and Character. Concise and practical, we encourage you to sign up staff that are not familiar with PiXL now to judge impact for your setting.

01

2. New Middle Leader

A staff member with extra responsibilities in a specific area of school life who has been in post for 2 years or less. Many middle leaders have got the job because of their excellent subject knowledge - many of them have not been taught about leadership. This course aims to fill that gap and equip new middle leaders by tackling the challenges they may face head on, and help delegates decide the kind of leaders they want to be.

02

03

3. Established Middle Leader

A staff member with extra responsibilities in a specific area of school life who has been in post for 3 or more years. Whether you are looking for the next position or to learn more about leadership of others as well as self, this course will equip you. We cover what is required to lead at a senior level as well as topics such as creating buy-in and having difficult conversations.

04

05

4. Making Change Leader

The person responsible for trying to help students change their habits, attitudes, effort and behaviours so that they can start making progress. This course is designed to support the MCL by equipping them with the pedagogy of change and motivation so that it has the same importance as teaching and learning, and ensuring the MCL is equipped to lead alongside the RSL.

06

5. Raising Standards Leader

The person with a laser-sharp focus on student outcomes and the removal of barriers to success, particularly for those who may struggle without such leadership. Using research, leadership models and approaches from the world of education and business, this course covers the theory and practical steps to achieving your Wildly Important Goal so you can have the biggest impact for improving life chances and outcomes.

6. Exceptional Senior Leader

The person who is seeking to master what intelligence-led, evidence-informed leadership looks like within their context and themselves. This course identifies common areas that are not often spoken about including leading when things are not going well, dealing with crisis, managing the media, keeping your perspective and being daring in your leadership. The opportunity of a residential offers ample time to reflect on how you can implement what you have learned, for the biggest impact now.

01

ENGAGEMENT LEADERSHIP CURRENCY

This 10-part programme is designed to equip leaders at all levels to improve outcomes for young people and to give them the best start possible when they leave your setting.

In summary, the programme explores the following topics:

- The role of the RSL
- The role of the Head of Department/Subject Lead
- Who are the key young people we need to work with?
- Understanding the deeper issues
- How do checklists work?
- What resources do we have to help?
- Ensuring impact on outcomes

WHY

- It provides an opportunity to engage Heads of Department/Curriculum or Subject Leaders more closely with PiXL.
- It will bring a wider understanding of what PiXL has to offer across the school and highlight resources available which you may not be aware of.
- It will raise awareness of key strategies such as Personalised Learning Checklists, Diagnosis, Therapy, Testing and Revisiting, and much more.

WHAT

- The role of the RSL
- The role of the Head of Department/Subject Lead
- Understanding the deeper issues
- Who are the key young people we need to work with?
- What resources does PiXL have to help?

WHO

- Staff self-study groups
- Heads of Department
- Middle Leaders
- Year Teams
- TLR holders for outcomes/curriculum
- Staff before they start their new currency role

HOW

- Access the programme online
- 10 modules consisting of a short video and built-in reflections which are submitted to a 'facilitator', the person overseeing the programme

To sign delegates up to this free online programme, please click [here](#).

“It has been transformational to my thinking and approach not just regarding the specific task I am currently undertaking, but it has also impacted my way of thinking from a leadership perspective and how I lead in other areas of my role.”

01

ENGAGEMENT LEADERSHIP CHARACTER

This 6-part Character programme is designed to equip leaders at all levels to help identify what young people are struggling with outside the classroom and find ways to support them so they can succeed in the classroom.

In summary, the programme explores the following topics:

- Why is character important?
- What do we mean by character development?
- The role of the Character Lead
- Diagnosing the issues in character and culture
- What resources PiXL has to help

WHY

- It offers schools and leaders the opportunity to develop a programme that will reach every young person and give them a real chance of success, whatever their prior attainment.
- It provides a vast number of supportive resources from which to choose.
- It offers an opportunity to align staff on the principles of Character so it has the same importance as academic performance (currency).

WHAT

- Why is character important?
- What do we mean by character development?
- The role of the Character Lead
- Diagnosing the issues in Character and Culture
- What resources does PiXL have to help?

WHO

- Staff self-study groups
- Heads of Department
- Middle Leaders
- Year Teams
- TLR holders for outcomes/curriculum
- Staff before they start their new currency role

HOW

- Access the programme online
- 6 modules consisting of a short video and built-in reflections which are submitted to a 'facilitator', the person overseeing the programme

To sign delegates up to this free online programme, please click [here](#).

02

NEW MIDDLE LEADER PROGRAMME

Middle Leaders are important people in our schools and they also have a complex role. Middle Leaders are managing up, working with colleagues alongside them and also leading those who they line manage. Many new Middle Leaders have got the job because of their excellent subject knowledge - many of them have not been taught about leadership. This course aims to fill that gap, and equip new Middle Leaders by tackling the challenges of middle leadership head on, and help delegates decide the kind of leaders they want to be.

WHY

- It will empower Middle Leaders to feel equipped to lead.
- It will help delegates have the tools to create change in them and others.
- Practical ideas, leadership models and research in every session

WHAT

- The challenges and opportunities of being a middle leader
- Who you are and how you work
- Habit forming
- Crucial conversations
- Mistakes and course correcting
- Practical ways to improve outcomes

WHO

- Anyone new to Middle Leadership
- Aspiring Middle Leaders

HOW

- Content delivered across 3x 2-hour sessions on Zoom
- Supporting workbook to aid reflections

WHEN

- | Programme 1 | Programme 2 |
|------------------|----------------|
| • 19th September | • 15th January |
| • 1st October | • 28th January |
| • 15th October | • 6th February |

COST

£125+VAT per delegate

For more information or to book places, please click [here](#).

EARLY BIRD OFFER! If you book places before 12th July 2024, you are eligible for up to 2 free places.

“I found all three sessions really valuable and inspirational. Everything that was covered was relevant and made me reflect on my own practice.”



03

ESTABLISHED MIDDLE LEADER PROGRAMME

This course is for those Middle Leaders who have been in their current role for two to five years and may be looking to be an even better Middle Leader or are aspiring to senior leadership positions. Colleagues attending this course will probably have line management responsibility for others and the course focuses on the leadership of others as well as self. Whether colleagues are looking for promotion internally or externally, we cover how to make the leap into the next stage of your career and what is required to lead at a senior level.

WHY

- It will equip leaders to make the leap to the next level and explore how to do that.
- It will help delegates to identify the areas that are stopping them leading at their best.
- It will help to diagnose the areas that stop people in our teams doing their best.

WHAT

- Knowing who you are and how you lead
- Building credibility and creating momentum
- Handling dysfunction
- People pleasing
- Rising in leadership in the same school - transition process
- Navigating paradoxes

WHO

- Middle Leaders who have been in post for 2 years or more
- Staff who want to take on more responsibility
- Staff who feel they or their team are stuck
- Staff seeking internal promotion

HOW

- Content delivered across 3x 2-hour sessions on Zoom
- Supporting workbook to aid reflections

WHEN

- | Programme 1 | Programme 2 |
|-----------------|--------------|
| • 7th November | • 5th March |
| • 20th November | • 20th March |
| • 2nd December | • 1st April |

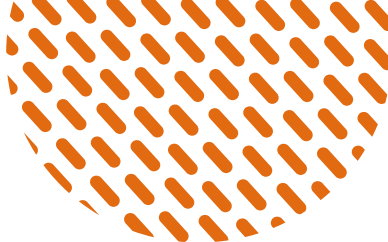
COST

£125+VAT per delegate

For more information or to book places, please click [here](#).

EARLY BIRD OFFER! If you book places before 12th July 2024, you are eligible for up to 2 free places.

“Absolutely loved the sessions – they were a real boost and made me reflect and think about my own practice.”



04

MAKING CHANGE LEADER PROGRAMME

Making Change Leader: the person responsible for trying to help students change their habits, attitudes, effort and behaviours so that they can start making progress. This course is designed to support the MCL by equipping them with the pedagogy of change and motivation so that it has the same importance as teaching and learning, and ensuring that the MCL is equipped to lead alongside the RSL.

WHY

- It will equip pastoral leaders on the pedagogy of change and motivation.
- It will ensure the Making Change Leader is equipped to lead alongside the RSL.

WHAT

- Creating change in our school
- Barrier to change
- Habits that create 'stuckness'
- Holding to account with humans at the heart
- Identifying the change needed in students
- How to motivate students and chart change

WHO

- The person responsible for trying to help students change their habits, attitudes, effort and behaviours so that they can start making progress
- Pastoral staff

HOW

- Content delivered across 3x 2-hour sessions on Zoom
- Supporting workbook to aid reflections

WHEN

- | Programme 1 | Programme 2 |
|-----------------|--------------|
| • 14th November | • 25th March |
| • 27th November | • 30th April |
| • 10th December | • 22nd May |

COST

£125+VAT per delegate

For more information or to book places, please click [here](#).

EARLY BIRD OFFER! If you book places before 12th July 2024, you are eligible for up to 2 free places.

“This course came at a time when I was questioning what I do because it felt like I was doing it just because I enjoyed it, but through this course, I realised that my role has a meaning and is impactful.”

05

RAISING STANDARDS LEADER PROGRAMME

This course is designed for the RSL to equip them with the leadership approaches to improve life chances and outcomes in school. Using research, leadership models and approaches from the world of education and business, this course covers the theory and the practical steps to achieving your Wildly Important Goal. Whether you have been an RSL for a while or are just starting, this course will take you through the key areas to address in any raising standards role.

WHY

- It will offer a comprehensive insight to the 4 PiXL Leadership Approaches.
- It will leave you with clarity on the WIG and what may stop you achieving it.
- It will offer reflection time to look up and think about what may stop you and what to do about it.

WHAT

- The RSL role
- WIGs and lead measures
- Expectations vs. reality
- Pre-mortems and after action reviews
- Care, challenge and celebration
- Avoiding burnout

WHO

- The person with a laser-sharp focus on student outcomes and the removal of barriers to success, particularly for those who may struggle without such leadership.
- Aspiring curriculum leaders with responsibility for outcomes.

HOW

- Content delivered across 3x 2-hour sessions on Zoom
- Supporting workbook to aid reflections

WHEN

- | Programme 1 | Programme 2 |
|------------------|--------------|
| • 25th September | • 10th March |
| • 8th October | • 3rd April |
| • 16th October | • 8th May |

COST

£125+VAT per delegate

For more information or to book places, please click [here](#).

EARLY BIRD OFFER! If you book places before 12th July 2024, you are eligible for up to 2 free places.

“I have attended a lot of courses and this course has been by far one of the most informative. I have bought a number of the books suggested and I found it all really valuable.”

06

EXCEPTIONAL SENIOR LEADER PROGRAMME

The ESL programme has been designed specifically with Senior Leaders in mind and explores what exceptional senior leaders should do, who they need to be and the leadership approaches they may need to take to be exceptional. The course identifies common areas that are not often spoken about including leading when things are not going well, dealing with crisis, managing the media, keeping your perspective and being daring in your leadership.

WHY

- It will help you to become comfortable with uncertainty and change.
- It provides the opportunity for you to spend time in another school and learn from them.
- It offers opportunities to solve 'real-life' leadership problems.

WHAT

- Leading when things are not going well
- Dealing with crisis
- Managing the media
- Being daring in your leadership
- Leading in rapidly changing situations
- What makes you exceptional?

WHO

- Senior Leaders
- Aspiring Senior Leaders

HOW

- Content delivered across an in-person conference, 2x 2-hour sessions on Zoom and a 2-day residential
- 2-day immersion experience in another school

WHEN

16th January: London **29th April:** Online Twilight
19th March: Online **19th-20th June:** Residential (York)

COST

£1295+VAT per delegate

For more information or to book places, please click [here](#).

EARLY BIRD OFFER! A saving of 25% if you book before 12th July 2024! New price of **£960+VAT** per delegate.

“The course has been the best CPD course that I have attended in 25 years of teaching, with the most inspirational speakers that you have lined up for us. The finale to the course that was the residential was brilliant and has provided me with inspiration and a new network of friends to help make our sometimes-difficult job much easier.”

OTHER LEADERSHIP SUPPORT

Leadership Coaching

We know that being a Headteacher or Leader at the moment has some fairly unprecedented challenges and we want to support you. Following a two-year trial of coaching sessions, and receiving incredible feedback as a result, we are now able to offer this programme more widely. If you want designated space, without interruption, to think about you and your leadership then coaching may well be for you. Led by accredited coaches, the sessions are for you to bring whatever challenge or issue you want to discuss and work through it with your coach.

WHY

Create time to think

- Have space for yourself, uninterrupted
- Confidential space for you to work through your thinking and leadership thoughts

WHAT

- Personalised sessions agreed between you and your coach
- Confidential space to share and develop

WHO

- Leaders who are looking for a designated space, without interruption, to think about their leadership

HOW

A free introductory session of 30 minutes to get to know your coach

- Zoom
- Up to 6 hours of coaching, usually across 3-4 sessions, agreed with your coach
- Flexible dates

WHEN

- Up to 6 hours of coaching, usually across 3-4 sessions, agreed with your coach

COST

£960+VAT per delegate

For more information or to book places, please email leadership@pixl.org.uk.

PiXL Podcasts



PiXL PEARLS

Apple Podcasts
Spotify

PiXL PEARLS PODCAST
Accessible via [Apple here](#) and [Spotify here](#).

WE ARE IN BETA

A banner for the PiXL Pearls Podcast. It features the title 'PiXL PEARLS' in large, bold letters. To the right are icons for Apple Podcasts and Spotify. Below the title is the text 'PiXL PEARLS PODCAST' and 'Accessible via Apple here and Spotify here.' A large, realistic pearl is shown on the right side. The bottom right corner has a small orange box with the text 'WE ARE IN BETA'. The background is white with an orange border.



PiXL LEADERSHIP BOOKCLUB

Apple Podcasts
Spotify

PiXL LEADERSHIP BOOKCLUB PODCAST
Accessible via [Apple here](#) and [Spotify here](#).

WE ARE IN BETA

A banner for the PiXL Leadership Bookclub Podcast. It features the title 'PiXL LEADERSHIP BOOKCLUB' in large, bold letters. To the right are icons for Apple Podcasts and Spotify. Below the title is the text 'PiXL LEADERSHIP BOOKCLUB PODCAST' and 'Accessible via Apple here and Spotify here.' On the right side, there is a stack of books. The bottom right corner has a small orange box with the text 'WE ARE IN BETA'. The background is a blue-to-teal gradient.



How do you teach?

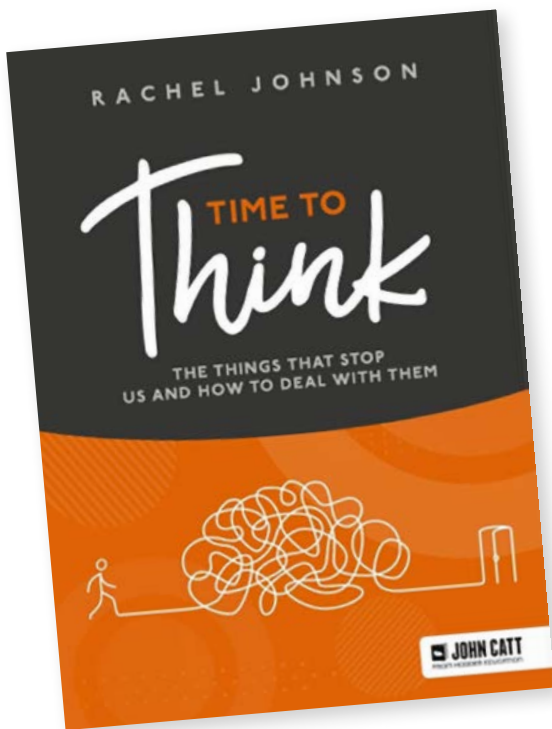
PiXL HOW DO YOU TEACH? PODCAST
Accessible via [Apple here](#) and [Spotify here](#).

Apple Podcasts
Spotify

WE ARE IN BETA

A banner for the PiXL How do you teach? Podcast. It features the title 'How do you teach?' in a large, handwritten-style font. Below the title is the text 'PiXL HOW DO YOU TEACH? PODCAST' and 'Accessible via Apple here and Spotify here.' To the right are icons for Apple Podcasts and Spotify. The background is white with a pattern of colorful circles and diamonds, some containing question marks. The bottom right corner has a small orange box with the text 'WE ARE IN BETA'. The banner has an orange border.

Leadership Books by Rachel Johnson, PiXL CEO



Time to Think: The things that stop us and how to deal with them

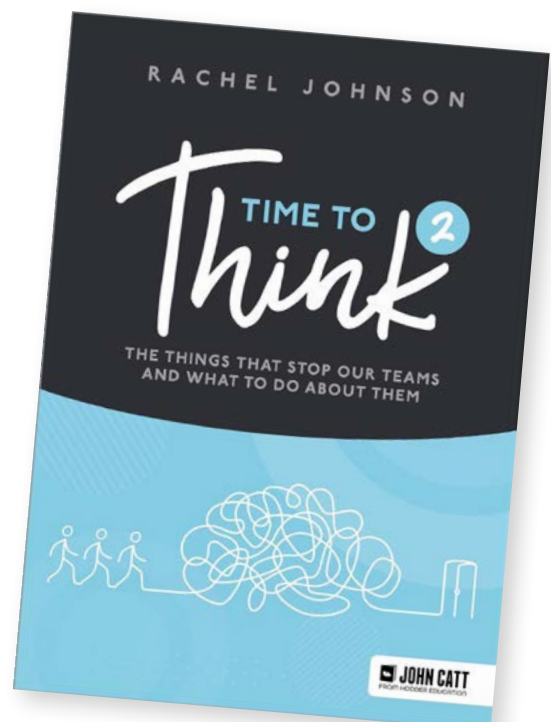
Being a leader is a wonderful privilege but can also come with challenges we don't always feel prepared for. How often do we tie ourselves in knots wondering about the right way to deal with a difficult situation at work? Or wondering why no one ever told us how to manage some of the challenges? This book is for people who need practical ways of tackling the tricky issues in leadership to move forward courageously. From people pleasing to crucial conversations, we look at ten areas that can cause us to be 'stuck' and how we can get ourselves free. Dip into this book when you need some support to inspire, motivate, and equip you in whatever stage of leadership you're at so that you can lead more confidently and freely, and be your best more of the time.

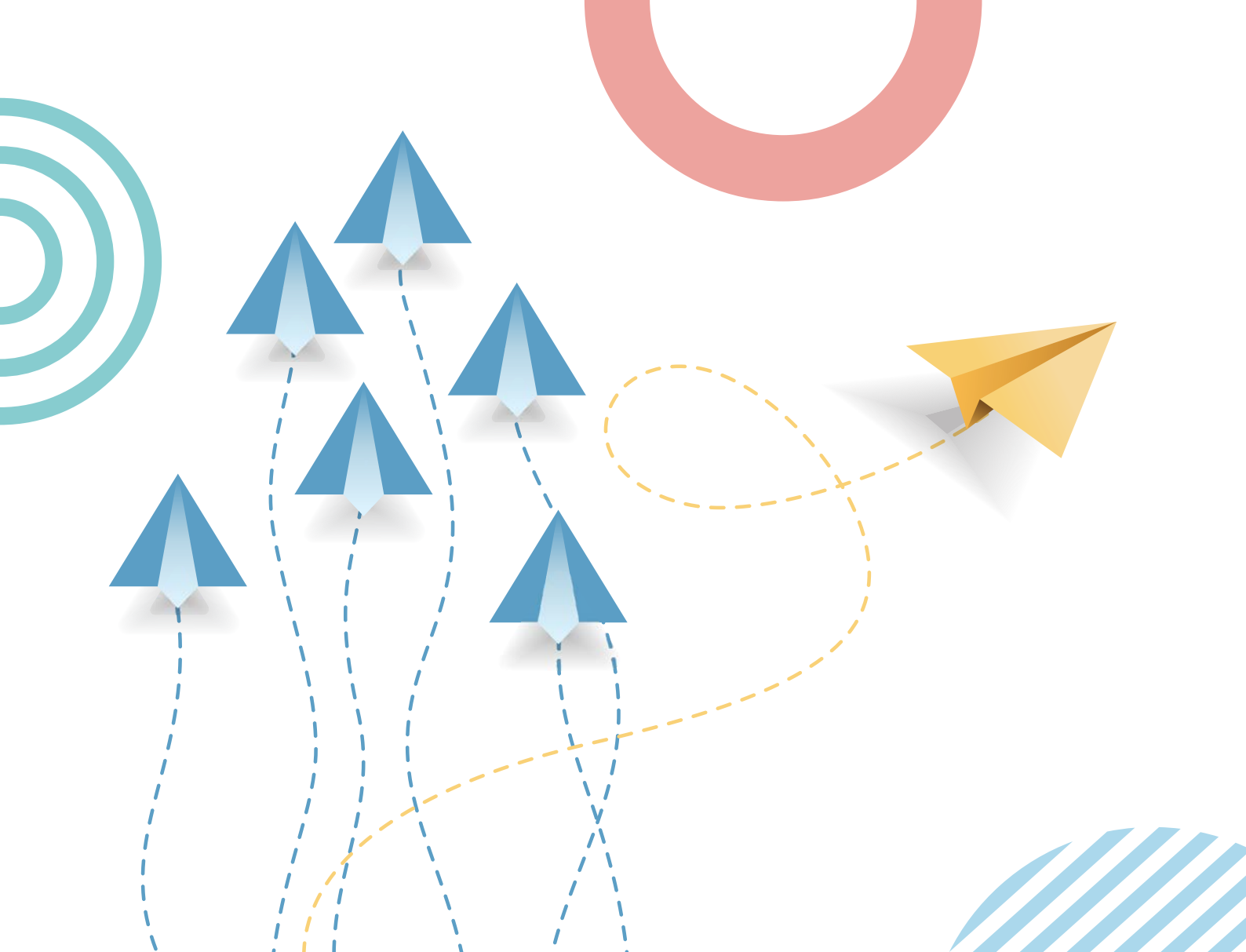
Available on Amazon [here](#).

Time to Think 2: The things that stop our teams and what to do about them

Being a leader involves having followers and working as a team. Sometimes our teams get stuck and issues emerge that we don't always feel equipped to deal with. How do we get buy in, keep momentum, recognise and overcome dysfunction, and get the best out of introverts and extroverts so that everyone feels safe and brave? This book is for people who want to be daring and responsible in their leadership, who want to embrace paradoxes, and understand how to create and maintain thriving teams.

Available on Amazon [here](#).





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